
Introduced Version

**HOUSE CONCURRENT
RESOLUTION No. _____**

DIGEST OF INTRODUCED RESOLUTION

A CONCURRENT RESOLUTION promoting a "smart on crime" agenda that reduces recidivism by addressing barriers that prohibit employment of people with criminal records.

Crawford

_____, read first time and referred to Committee on

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HOUSE CONCURRENT RESOLUTION

A CONCURRENT RESOLUTION promoting a "smart on crime" agenda that reduces recidivism by addressing barriers that prohibit employment of people with criminal records.

Whereas, In today's society, safety and security require a new level of diligence on the part of elected officials, employers, and local communities;

Whereas, This new level of diligence includes criminal background checks for employment purposes when necessary and appropriate;

Whereas, Overly broad federal and state laws that prohibit employment of people with criminal records can undermine public safety by limiting the job opportunities of deserving individuals who have paid their debt to society;

Whereas, One in five adult Americans has a criminal record that can create a lifetime employment barrier when federal and state laws require a criminal background check as a condition of employment;

Whereas, A record 650,000 individuals are released from prison each year, returning to their communities and seeking good jobs, which are key to their successful reentry into society;

Whereas, Three in four individuals leaving prison were incarcerated for nonviolent offenses, most often drug offenses;



Whereas, Two-thirds of nonviolent offenders now leaving prison are people of color;

Whereas, The Justice Kennedy Commission of the American Bar Association, the Re-entry Policy Council of the Council of State Governments, and leading experts have called on state and federal officials to adopt a "smart on crime" agenda to reduce recidivism by reviewing employment laws that affect employment of people with criminal records and eliminating those provisions that are not directly linked to improving public safety and security;

Whereas, There has been an increase of federal and state laws in entry-level occupations that often prohibit employment of people with criminal records without considering rehabilitation and the age and severity of the disqualifying offense; and

Whereas, the Congress of the United States has commissioned the United States Attorney General to prepare recommendations for federal policy related to criminal background checks and employment that include proposals to make the FBI's criminal records directly available to private employers upon request, bypassing independent state review procedures: Therefore,

*Be it resolved by the House of Representatives
of the General Assembly of the State of Indiana,
the Senate concurring:*

- 1 SECTION 1. That the Indiana General Assembly supports a "smart
- 2 on crime" agenda with the goal of reducing recidivism by addressing
- 3 unwarranted barriers in federal and state laws that prohibit employment
- 4 of people with criminal records.
- 5 SECTION 2. That the Indiana General Assembly will work to
- 6 identify state laws that unfairly deny or restrict employment of people
- 7 with criminal records and evaluate the impact of these laws on job
- 8 opportunities otherwise available to state residents.
- 9 SECTION 3. That the Indiana General Assembly will work to
- 10 eliminate those employment prohibitions in state laws that are not
- 11 directly related to improving public safety and security and adopt
- 12 protections that consider rehabilitation as well as the age and severity
- 13 of criminal offenses.



1 SECTION 4. That the Indiana General Assembly will work with the
2 business community, labor, corrections officials, and community based
3 organizations to support programs providing vocational and
4 educational training to people with criminal records that prepares and
5 connects them to jobs in growing industries.

6 SECTION 5. That the Indiana General Assembly calls on the United
7 States Attorney General and Congress of the United States to adopt
8 federal standards that eliminate unwarranted barriers in federal laws
9 that prohibit employment of people with criminal records and
10 incorporate protections that take into account rehabilitation as well as
11 the age and severity of offenses.

12 SECTION 6. That the Indiana General Assembly supports the
13 current restrictions that prohibit access to FBI records by private
14 employers in order to limit the significant potential for error and abuse
15 in reviewing criminal records that undermines the employment
16 opportunities of people with criminal records and to maintain existing
17 state privacy and employment safeguards.

18 SECTION 7. That the Principal Clerk of the House of
19 Representatives transmit a copy of this resolution to the members of the
20 Indiana Congressional delegation and the United States Attorney
21 General.

